

S/No.	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
BOARD GOVERNANCE				
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2 Guideline - 1.1.2	Complied	The Board of Governance of DAS Academy Ltd refers to the Executive Committee of its parent company, Dyslexia Association of Singapore (DAS).
2	Are there governing board members holding staff* appointments?	Guideline - (skip items 3 and 4 if "No")	No	As above
5	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 4 consecutive years. If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	1.1.7 Guideline - 1.1.7	Complied	
6	All governing board members must submit themselves for re-nomination and re-appointment, at least once every 3 years.	1.1.8 Guideline - 1.1.8	Complied	
7	There are documented terms of reference for the Board and each of its committees.	1.2.1 Guideline - 1.2.1	Complied	
CONFLICT OF INTEREST				
8	There are documented procedures for governing board members and staff to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1 Guideline - 2.1	Complied	
9	Governing board members do not vote or participate in decision making on matters where they have a conflict of interest.	2.4 Guideline - 2.4	Complied	
STRATEGIC PLANNING				
10	The Board periodically reviews and approves the strategic plan for the charity	3.2.2	Complied	

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	to ensure that the charity's activities are in line with the charity's objectives.	Guideline - 3.2.2		
HUMAN RESOURCE AND VOLUNTEER* MANAGEMENT				
11	The Board approves documented human resource policies for staff.	5.1 Guideline - 5.1	Complied	
12	There is a documented Code of Conduct for governing board members, staff and volunteers (where applicable) which is approved by the Board.	5.3 Guideline - 5.3	Complied	
13	There are processes for regular supervision, appraisal and professional development of staff.	5.5 Guideline - 5.5	Complied	
FINANCIAL MANAGEMENT AND INTERNAL CONTROLS				
14	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's core charitable programmes.	6.1.1 Guideline - 6.1.1	Complied	
15	The Board ensures that internal controls for financial matters in key areas are in place with documented procedures.	6.1.2 Guideline - 6.1.2	Complied	
16	The Board ensures that reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3 Guideline - 6.1.3	Complied	
17	The Board ensures that there is a process to identify, and regularly monitor and review the charity's key risks.	6.1.4 Guideline - 6.1.4	Complied	
18	The Board approves an annual budget for the charity's plans and regularly monitors the charity's expenditure.	6.2.1 Guideline - 6.2.1	Complied	
19	Does the charity invest its reserves (e.g. in fixed deposits)?	Guideline - (skip item 20 if "No")	No	
FUNDRAISING PRACTICES				
21	Did the charity receive cash donations (solicited or unsolicited) during the financial year?	Guideline - (skip item 22 if "No")	No	

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23	Did the charity receive donations in kind during the financial year?	Guideline - (skip item 24 if "No")	No	
DISCLOSURE AND TRANSPARENCY				
25	The charity discloses in its annual report — (a) the number of Board meetings in the financial year; and (b) the attendance of every governing board member at those meetings.	8.2 Guideline - 8.2	Complied	The Board of Governance of DAS Academy Ltd refers to the Executive Committee of its parent company, Dyslexia Association of Singapore (DAS). Hence, refer to DAS' Board meetings disclosure
26	Are governing board members remunerated for their services to the Board?	Guideline - (skip item 27 and 28 if "No")	No	
29	Does the charity employ paid staff?	Guideline - (skip item 30 and 31 if "No")	Yes	
30	No staff is involved in setting his own remuneration.	2.2 Guideline - 2.2	Complied	
31	The charity discloses in its annual report — (a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity's subsidiaries) exceeding \$100,000 during the financial year; and (b) whether any of the 3 highest paid staff also serves as a governing board member of the charity. The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.	8.4 Guideline - 8.4	Complied	This was disclosed in the annual report page 60.